

**INDUSTRIAL RELATIONS DEPARTMENT**  
Monthly Report for February, 1947

**HOUSEHOLD EMPLOYMENT  
PROGRAM**

The plans for touching off the big gun, the big meeting, for the announcement of the standards as set by the standards committee and revised by a joint N.J.U.L. and Newark I.W.O.A. committee, were arrived at by a committee meeting at the home of Dr. Garner. The Board President and Executive Secretary of the Newark I.W.O.A. and the Board President and the Industrial Relations Secretary of the N.J.U.L. composed the committee which has decided to invite a former member of the late President Roosevelt's Cabinet, to be the main speaker at this occasion. Dr. Garner has consented to chair the meeting. The meeting will be as educational as possible, directed toward stimulating the largest possible number of voluntary pledges of household employers to abide by the Standards presented.

Our efforts have been successful in securing direct participation in this Program, from organizations all over North Jersey. I.W.O.A.'s, Urban Leagues and similar agencies in those municipalities that have such organizations, have discussed the Program in their Executive Board meetings. In Englewood, Passaic, Patterson, Morristown, Summit, Bloomfield, Elizabeth and New Brunswick, the Standards have been accepted, and the respective organizations are awaiting our Newark meeting. Passaic has already had a city-wide meeting on the Program. We are hoping that our big meeting can be held in April, and that it will provide the green light and structure for concentrated efforts all over North Jersey.

**VOCATIONAL  
OPPORTUNITY  
CAMPAIGN**

Efforts to arrange a N.J.U.L. Vocational Opportunity Campaign to coincide with the observance nationally with the Fifteenth Annual Vocational Opportunity Campaign of the National Urban League, met with difficulty during February. The campaign dates are March 16 - 23, but the end of February arrived with only speaking engagements by the Industrial Relations Secretary. Some five public addresses had been requested of the Secretary, which he got permission to utilize for the subject of Vocational Opportunities.

Last year's Campaign included two special events, a Forum at Art High School, and a Vocational Workshop in the Conference Room of the Newark Board of Education. Last year's experiences threw into bold relief, the need for the closest sort of involvement of the Newark Public School officials, counselors, and teachers with the considered judgement of qualified counselors insofar as Negro youth are concerned. It was for this reason that this year we attempted to interpret the need for "non-differential" guidance to Negro Youth, to the Board of Education itself. We feel that the efforts of the schools should reflect the democratic, non-discriminatory features of hiring possibilities, rather than the old patterns of one job for a white high school graduate, and a not so desirable job for a similarly capable Negro graduate.

Efforts to get the cooperation of Mr. McKnight were unsuccessful, and a second tact had to be followed. At the present time we are still hoping for direct and official participation from the Board of Education through contact with Dr. Harron.

The Newark Public Library is participating officially by way of a special Vocational Guidance Exhibit which will feature a great deal of colorful and valuable Urban League material.

**DEPARTMENT STORE  
PROGRAM**

Several civic organizations in the city are now anxious to help bring about the utilization of Negroes as sales clerks in the downtown department stores that have not already done so. As Chairman of the Department Store Committee of the Essex County Intergroup Council, the Industrial Relations Secretary bent efforts towards a coordinated approach to the problem. A

serious issue resolved itself in this way: Should various community groups be encouraged to seek interviews with officials of Kresge-Newark, Rahne's, Hearn's and Ornbach's?, or should the Urban League advise, rather, that community efforts be used to make the letter-writing campaign a real success. The disadvantage of the former, would be the possible resentment of "pressure" from organizations known to the Urban League when, at the same time relations of the stores and the Urban League have progressed each time the League Industrial Relations Secretary has found time to work on their intermediate problems personally.

At the moment the Secretary is urging the various interested persons to get letters written to the stores, indicating their wish to see Negroes as sales clerks. Have You written your letter?

**VETERANS PROGRAM** The Secretary is happy to announce that the New Jersey Veterans Administration has hired its second Negro to serve as a Training Officer. These are important jobs, and are part of what the Industrial Relations Secretary has been in continued conference with officials of the V.A. about.

Two Negro Veterans were referred to the Industrial Relations Secretary for help in their attempt to set up a self-owned and operated Adam Hat Store. They had been in the Adam Hat Stores Managers' Training Program set up through the efforts of the Industrial Relations Department of the National Urban League. The site selected for the store is in Jersey City. The Chase National Bank in New York City had refused a Veterans loan to the two Negro Veterans, and the N.J.U.L. Industrial Relations Secretary was asked to help enable the men to get a loan in New Jersey. At the end of February, efforts seem to promise success.

**COST OF-LIVING SURVEY** As Chairman of the Cost-of-Living Committee of the Inter-Organization Committee on Minimum Wage, your Industrial Relations Secretary with the cooperation of the Wages and Hours Division of the State Department of Labor, brought up-to-date published material on the Cost-of-Living in New Jersey. The new data includes December of 1946. Your Secretary has prepared facts which will be presented by the Interorganization Committee, before Commissioner Harper and Senator Pascoe, which will show the extent to which women are in need of legislative aid that would erase discriminatory wages paid to them because they are women.

**INDUSTRIAL COUNCIL OF URBAN LEAGUES & SIMILAR AGENCIES** As Chairman of the Industrial Council of Urban Leagues & Similar Agencies, your Secretary invited Dr. Lloyd Baller, Ph.D., the new Director of Industrial Relations of the Urban League of Greater New York, to attend the February session of the Council. Dr. Baller and Miss Gertrude Tenneyhill, Brooklyn (Urban League) Branch Secretary attended and decided with the six Urban Leagues and similar agencies in north Jersey, that it will be of mutual benefit to attempt the coordination for the north Jersey-New York city area, that your Secretary started for north Jersey when he organized the Council. Work sheet forms for reporting special job orders in our respective areas, were agreed upon and have since been printed.

The Council also voted to invite Mr. Bustard, Ass't. Commissioner of Education, to attend our March meeting to discuss with us some projects that should be of mutual benefit. Before the end of February, Mr. Bustard had accepted the invitation and we expect some satisfactory developments.

**PRUDENTIAL LIFE  
INSURANCE COMPANY  
PROGRAM**

Since the conclusion of the Industrial Relations Secretary's successful work with Prudential Life Insurance Company, there has been continual contact with the program. During the month of February, four additional placements were made from this office, of Negro girls as typists. This program is making commendable progress.

**MISCELLANEOUS  
ACTIVITY**

Twelve meetings relating to the department's work were participated in; one public address given; a case was developed for a Negro applicant for a position as a patrolman (Newark), after he had received notice of disqualification that he knew to be erroneous or false representation of facts; one consultation was given a staff member of another social agency on techniques of handling some industrial worker problems of interest to our respective agencies; three conferences with outsiders on best steps for certain of our industrial relation programs; eight typing or stenographic tests were given; two personnel consultations were given, as requested by the President of a local plant; and a new stenographer was hired for the Industrial Relations Department (to replace Mrs. Jones who resigned in December to resume family duties), who was helped to become acquainted with our work.

**EMPLOYMENT**

The job market has become very difficult, insofar as jobs for Negroes are concerned. There are definitely fewer jobs available now for any job seekers; however, from information coming regularly into this office and from telephone conversations with personnel officers it appears that there is increasing hesitancy to employ Negro workers when only a few openings exist. If this trend continues, such pressure will be felt in the Negro community as to force the N.J.U.L. to develop more than its present programs and staff in order to relieve dire need.

A total of 197 employment interviews were given to 154 females and 43 males. There were only 88 referrals, of 88 females and 10 males. Sixty-one of the 197 applicants were for household employment; and 50 of the 88 referrals were for household work. Three additional Negro workers were placed at the M.J. Ball Telephone Company, two as operators and one as a typist; four additional workers were placed at Prudential Life Insurance Company.